

Pulakos Adaptability scale items

Solving problems creatively

- Employing unique types of analyses and generating new, innovative ideas in complex areas
- Turning problems upside down and inside-out to find fresh, new approaches
- Integrating seemingly unrelated information and developing creative solutions
- Entertaining wide ranging possibilities others may miss, thinking outside the given parameters to see if there's a more effective approach

Dealing with uncertain/unpredictable situations

- Taking effective action when necessary without having to know the total picture or have all the facts at hand
- Readily and easily changing gears in response to unpredictable or unexpected events and circumstances
- Effectively adjusting plans, goals, actions, or priorities to deal with changing situations
- Imposing structure for self and others that provide as much focus as possible in dynamic situations
- Not needing things to be black or white, and refusing to be paralyzed by uncertainty or ambiguity

Learning work tasks, technologies, and procedures

- Demonstrating enthusiasm for learning new approaches and technologies for conducting work
- Quickly and proficiently learning new methods or how to perform previously unlearned tasks
- Adjusting to new work processes and procedures

Demonstrating interpersonal adaptability

- Being flexible and open-minded when dealing with others
- Listening to and considering others' viewpoints and opinions, and altering own opinion when it is appropriate to do so
- Being open and accepting of negative or developmental feedback regarding work
- Working well and developing effective relationships with highly diverse personalities
- Demonstrating keen insight of others' behavior and tailoring own behavior to persuade, influence, or work more effectively with them

Demonstrating physically-oriented adaptability

- Adjusting to challenging environmental states such as extreme heat, humidity, cold, dirtiness, etc.
- Frequently pushing self physically to complete strenuous or demanding tasks
- Adjusting weight/muscular strength or becoming proficient in performing physical tasks as necessary for the job